



Board Report

File #: 2022-0484, File Type: Informational Report

Agenda Number: 30.

CONSTRUCTION COMMITTEE SEPTEMBER 15, 2022

SUBJECT: PROJECT LABOR AGREEMENT/CONSTRUCTION CAREERS POLICY (PLA/CCP)

ACTION: RECEIVE AND FILE

RECOMMENDATION

RECEIVE AND FILE the status update on the Project Labor Agreement and Construction Careers Policy programs through the quarter ending June 2022.

ISSUE

In January 2012, the Board approved the Project Labor Agreement (PLA) with the Los Angeles/Orange Counties Building and Construction Trades Council and the Construction Careers Policy (CCP), with a subsequent renewal in January 2017. The PLA/CCP encourages construction employment and training opportunities for members of economically disadvantaged areas throughout the United States on Metro's construction projects. An added value of the PLA is that work stoppages are prohibited.

In addition, Metro's PLA/CCP provides equitable opportunities for the historically underserved population, including women with high-wage career opportunities in the construction industry.

BACKGROUND

Consistent with the Board approved PLA and CCP (PLA/CCP), prime contractors are required to provide Metro with monthly reports detailing progress towards meeting the targeted worker hiring goals. Additionally, consistent with Metro's Labor Compliance policy and federal Executive Order 11246 (EO 11246), the prime contractors provide Metro with worker utilization data by ethnicity and gender. In accordance with EO 11246, Metro's program-wide goal for female participation in PLA/CCP construction projects is 6.90%.

DISCUSSION

This report provides a status update on the construction contracts covered by the PLA/CCP, including an overview of the Diversity and Economic Opportunity Department (DEOD) staff's efforts on female

participation. This report provides an update on the PLA/CCP through the quarter ending June 2022.

PLA/CCP Status Update

As of June 2022, there are eleven active construction contracts with PLA/CCP program requirements. Ten contractors exceeded the 40% Targeted Worker Goal, four contractors exceeded the 20% Apprentice Worker Goal, and six contractors exceeded the 10% Disadvantaged Worker Goal. There are thirty completed construction contracts that were subject to the PLA/CCP. Overall (aggregate), PLA/CCP program-wide attainment on the three workforce goals has been met and exceeded.

The following table represents the active construction projects as of the June 2022 quarterly reporting period.

Project Name	Prime Contractor	Project Completion Percent	Targeted Worker Goal (40%)	Apprentice Worker Goal (20%)	Disadvantaged Worker Goal (10%)	Female Utilization Goal (6.9%) & Grade	Percentage of Disadvantaged Worker Participation that are in the Criminal Justice System (*)
Crenshaw/LAX Transit Corridor	Walsh/Shea Constructors	99.85%	61.15%	23.50%	10.46%	3.61% = C	33.87%
Regional Connector Transit Corridor	Regional Connectors, JV	98.18%	62.40%	20.31%	10.97%	4.27% = C	70.61%
Westside Subway Extension Project, Sec 1	Skanska-Taylor-Shea, JV	78.79%	61.99%	20.32%	12.83%	3.76% = C	70.49%
Westside PLE Project, Section 2 – D/B	Tutor Perini/O&G, JV	39.45%	39.56%	16.14%	5.21%	2.81% = D	43.50%
Purple Line Ext. Sec. 3 – Stations Project	Tutor Perini/O&G, JV	12.42%	62.85%	10.57%	18.15%	4.48% = C	68.62%
Purple Line Ex. Sec 3 – Tunnels Project	Frontier Kemper/Tutor Perini Corp.	74.22%	41.87%	17.31%	7.66%	3.78% = C	54.49%
Soundwall #11 Construction	Powell Constructors, Inc.	99.48%	42.85%	17.02%	10.96%	0.48% = F	41.88%
Div 20 Portal Widening Turnback Project	Tutor Perini Corp.	76.20%	46.98%	20.11%	5.88%	5.81% = B	46.23%
Metro Center St. Project	SJ Amoroso Construction	30.31%	78.80%	11.72%	1.80%	3.60% = C	100.00%
Airport Metro Connector Site Work & Rails System	Hensel Phelps/Herzog JV	77.18%	45.62%	19.67%	3.43%	4.66% = B	100.00%
1 st /Central Street Eastside Access Improv Project (EAIP)	Griffith Company	72.87%	60.98%	19.04%	17.95%	7.72% = A	97.86%

Please refer to Attachment A (PLA/CCP Brochure) for additional information on each project.

Project Completion Percent is based on estimated work hours as provided by the Prime.

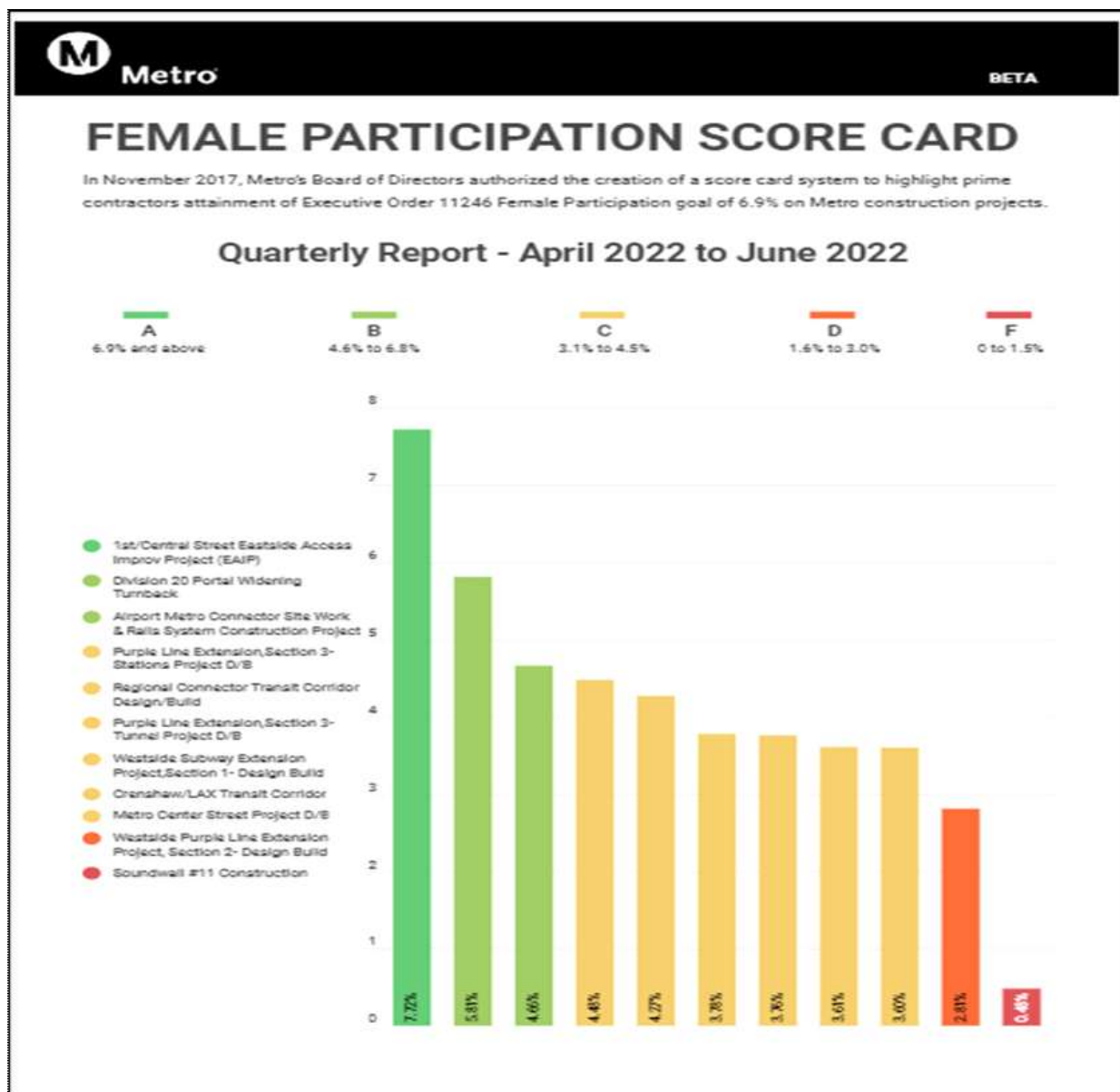
*Part of Metro's PLA/CCP workforce requirement is the utilization of disadvantaged workers on projects. One of the nine criteria for a Disadvantaged Worker is having a criminal record or other involvement with the criminal justice system. The data shown in the table above (last column) is the percentage of Disadvantaged Workers (based on hours worked) that have criminal records or involvement with the criminal justice system and that have worked or are actively working on Metro's PLA/CCP projects.

Female Workers on Active Construction Projects

In November 2017, the Metro Board of Directors (Board) approved a motion to encourage contractors on Metro construction projects to increase the participation of women by meeting or exceeding the nationwide female participation goal of 6.9% as set forth by Executive Order 11246.

Included in the motion is the creation of a report card/score card system reflecting attainment of the female participation goals for Metro Project Labor Agreement/Construction Careers Policy contractors that is aimed at encouraging contractors to exceed the 6.9% female participation goal.

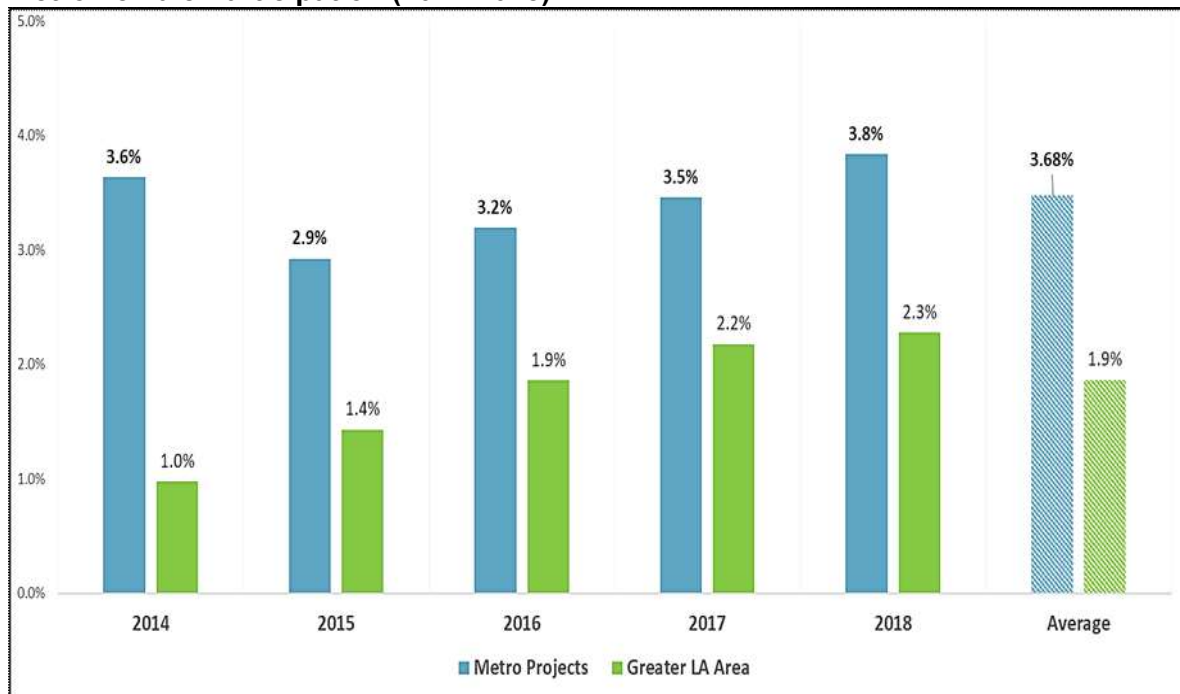
Below is the Female Participation Score Card as of June 2022.



The average female participation on Metro construction projects is at 3.73% of total work hours, which is higher compared to less than 2.0% on other non-Metro public works construction projects in the region. The national average for women in construction is below 3.0%.

The following chart represents Metro female participation by year in comparison to other non-Metro projects in the region.

Metro Female Participation (2014-2018)



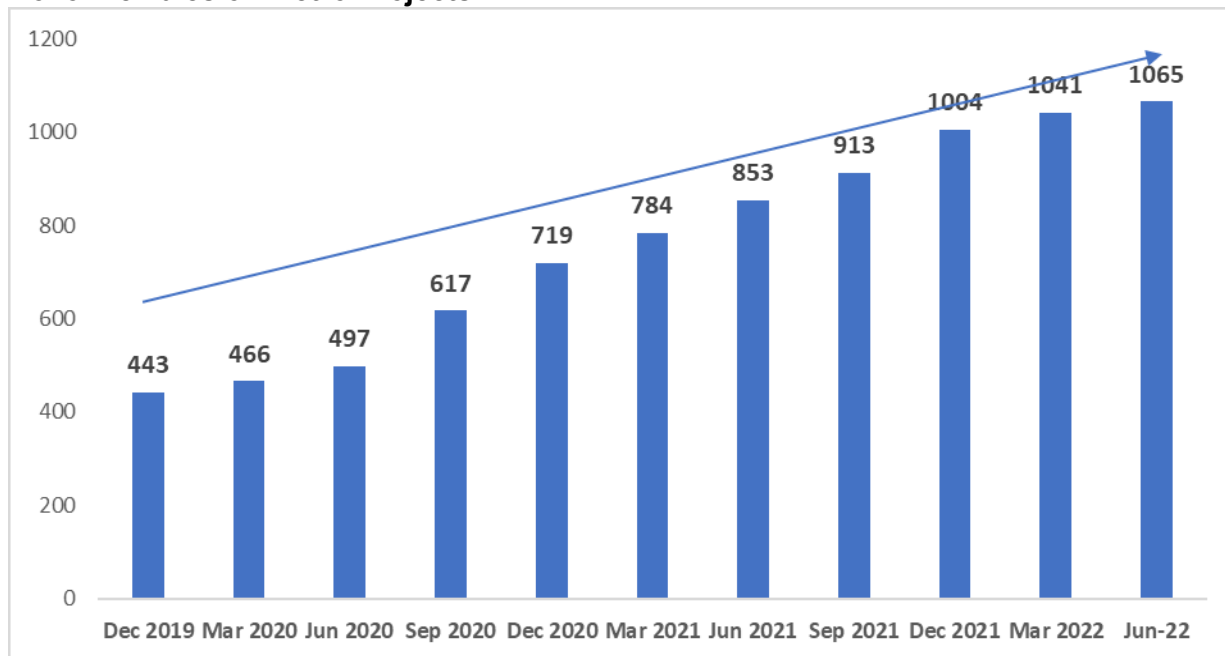
Source: Estalano Lesar

Advisors - Disparity Study

Staff understands the importance of increasing female participation on Metro’s projects for equity and workforce availability reasons and is actively taking measures to increase and create opportunities.

Overall, a total of over 1000 female workers have worked on Metro’s PLA/CCP construction projects. Below is a chart of the no. of females within the last two years on construction projects.

No. of Females on Metro Projects



Source: As reported by the prime contractors. This table counts each individual tradeswomen only once (no double counting), even if an individual

worked on multiple projects.

Staff continues to focus on strategies to support the outreach, recruitment, and retention of women into the trades focusing on Metro's PLA/CCP construction projects. Listed below are strategies that were implemented to increase female participation in Metro's construction projects.

- Female Participation Score Card - Staff continues to grade each contractor's performance quarterly through the utilization of a score card that reflects percentages of females hired by Metro's contractors to encourage in meeting the 6.9% goal.
- Periodic Jobs Coordinator meetings - Staff conducts periodic meetings with the jobs coordinators to discuss best practices and identify outreach and recruitment opportunities. The last meeting focuses on female recruitment and referral into union boot-camps or pre-apprenticeship programs.
- Transition Coordination - Staff continues to assist female workers transitioning to other active or upcoming Metro projects as projects near the end of construction.
- Notice to Prime Contractors - Staff continues to issue notices to prime contractors not meeting the female participation goal at 25%, 50%, and 75% project completion.
- Women in the Trades Resource Guide - Staff developed a comprehensive guide to recruit, employ and retain women in construction careers to assist prime contractors in recruiting female workers.
- Collaboration with Unions - Staff has established a collaboration with Laborers Union and Southwest Regional Council of Carpenters to directly refer female workers to join the apprenticeship program. Upon completion, participants are referred to Metro's contractors for employment opportunities.
- Outreach - Staff continuous to outreach to community-based organizations, pre-apprenticeship schools, and building trades to promote and increase female recruitment in the construction industry.
- Established a partnership with the Los Angeles/Orange County Building and Construction Trades Council (LAOCBTC) and the Executive Secretary to focus on increasing female participation in the construction industry which includes prioritizing and dispatching female workers on Metro construction projects.
- Metro in partnership with Building Next Gen, LA County AJCC, East Los Angeles Community College, and trades hosted an in-person job-fair event on April 13, 2022, promoting careers in construction focusing on recruiting females.

In addition, the following are strategies under development to support and increase female participation in Metro's projects.

- Metro and Laborers Union (Local 300) are collaborating to establish a tunnel worker training facility in the LA region. Currently, the only training facility for tunnel workers is in Seattle, Washington, which creates a hardship for individuals to participate. The establishment of a local tunnel worker training facility will help fulfill the LA region's need for tunnel workers, with priority given to females interested in starting a career in the construction industry. Laborers Training School is in the process of formulating a committee consisting of subject matter experts to assist in the development of class curriculum and support.
- Metro to plan a Joint Awareness Campaign in collaboration with LAOCBTC, union trades, prime contractors, and community-based organizations with a focus of building future workforce capacity with a special focus on females.
- Consistently support the Women Build Metro LA (WBMLA) events. The WBMLA events are geared to introduce the construction career path for women throughout Los Angeles County. Staff has invited Metro's prime contractors to participate and recruit females interested in starting a career in construction.
- Collaborate with Women in Non-Traditional Employment Role (WINTER) to continuously seek grant opportunities to help empower, train, educate and prepare women for transformative careers in the construction industry. Metro has supported WINTER in their grant application to the State of California - WIOA Equity and Special Populations Program. In addition, Metro shall provide continuous employment referrals to female graduates of WINTER on Metro project sites.
- Further collaborate with LA County WDAC in the recruitment of females interested in starting a career in construction and the establishment of an ongoing referral system of individuals to pre-apprenticeship programs available through LA County WDACS network of services.
- Metro to collaborate with Project Home Key in support of the un-housed veterans with a special focus on females for employment opportunities in construction.

Furthermore, staff will continue to provide ongoing assessment of the female participation score card, monitoring of contractor's performance, and recognition of contractors that successfully meet or exceed the 6.9% goal or demonstrate highly commendable efforts in the recruitment, retention and/or professional development of women on Metro's construction projects.

Federal Highway Administration (FHWA)

Staff is pleased to announce that FHWA has approved utilizing Metro's PLA/CCP Local Hire provisions on FHWA assisted construction projects. This is the first time Metro has been able to secure this type of approval from FHWA. The four project that received approval are:

- I-605 South Street Off-Ramp project
- I-105 CMGC Project
- Union Stations Master Plan/Alameda Esplanade
- Reconnecting Union Station to the Historic Cultural Communities of Downtown Los Angeles

Through this action, Metro is demonstrating its commitment to contributing to the economic recovery from the COVID-19 pandemic, creating equitable employment opportunities, and promoting workforce development, specifically for economically and socially disadvantaged individuals across the Los Angeles County region.

IMPLEMENTATION OF STRATEGIC PLAN GOALS

Metro's Project Labor Agreement/Construction Careers Policy (PLA/CCP) supports strategic plan goal #3 to enhance communities and lives through mobility and access to opportunity. Metro's PLA/CCP provides training and employment opportunities in the construction industry to individuals from economically disadvantaged areas and individuals that are socially barriered. As of this reporting period, over \$463 million in wages have been paid to individuals residing in economically disadvantaged areas, and over \$85 million in wages paid to disadvantaged individuals.

EQUITY PLATFORM

Metro's Project Labor Agreement and Construction Careers Policy enhance equity to marginalized and vulnerable community members by creating employment opportunities in the construction industry for workers with historical barriers to employment. In addition, through Executive Order (EO) 11246, Metro is striving to diversify the workforce on construction projects to improve access to career opportunities and serve as a catalyst for improving socio-economic status for minorities and women. As of this reporting period, all active PLA/CCP construction projects have exceeded the minority participation goal of 28.30%. Female participation is below the EO11246 goal of 6.9%, however, this report summarizes the effort undertaken by staff to increase female participation, including outreaching to women in construction to obtain insight and best practices to contractors and female workers in the construction industry (details in Attachment B). As discussed above, average female participation in Metro construction projects is also higher compared to other non-Metro public works construction projects in the region and the national average for women in construction.

NEXT STEPS

DEOD staff will continue to monitor contractor's efforts and initiate the various strategies and activities as outlined in this report. Staff will continue to monitor and deliver best practices, initiatives, and outreach efforts to promote awareness, engagement, and participation in construction career opportunities.

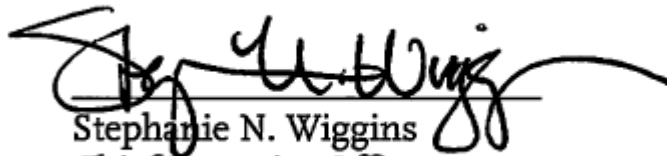
ATTACHMENTS

Attachment A - PLA/CCP Quarterly Brochure

Attachment B - Women in the Trades Resource Guide

Prepared by: Angela Scott, Senior DEOD Representative (213) 922-1028
Michael Flores, Manager, DEOD (213) 922-6387
Miguel Cabral, Executive Officer, DEOD (213) 418-3265
Debra Avila, Deputy Chief, Vendor/Contract Management Officer
(213) 418-3051

Reviewed by:
Nalini Ahuja, Chief Financial Officer (213) 922-3088



Stephanie N. Wiggins
Chief Executive Officer